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Department of Finance *Office of the Head of Department*

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Departement van Finansies

Kgoro ya Matlotlo

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REF : (DoF :13/1/P)

PROVINCIAL TREASURY CIRCULAR 28 OF 2012

TO: ACCOUNTING OFFICERS

THE ACCOUNTING OFFICER: VOTE 1: OFFICE OF THE PREMIER (DR NONHLANHLA MKHIZE)
THE ACCOUNTING OFFICER: VOTE 2: PROVINCIAL LEGISLATURE (MR SS SANYANE)
THE ACCOUNTING OFFICER (ACTING): VOTE 3: FINANCE (MR JB MBATHA)
THE ACCOUNTING OFFICER: VOTE 4: COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS (MR D MAHLOBO)
THE ACCOUNTING OFFICER: VOTE 5: AGRICULTURE, RURAL DEVELOPMENT AND LAND ADMINISTRATION (MS NL SITHOLE)
THE ACCOUNTING OFFICER: VOTE 6: ECONOMIC DEVELOPMENT, ENVIRONMENT AND TOURISM (DR DV DLAMINI)
THE ACCOUNTING OFFICER: VOTE 7: EDUCATION (MS MOC MHLABANE)
THE ACCOUNTING OFFICER: VOTE 8: PUBLIC WORKS, ROADS & TRANSPORT (MR KM MOHLASEDI)
THE ACCOUNTING OFFICER: VOTE 9: SAFETY, SECURITY & LIAISON (MR ST SIBUYI)
THE ACCOUNTING OFFICER: VOTE 10: HEALTH (MR R MNISI)
THE ACCOUNTING OFFICER: VOTE 11: CULTURE SPORTS AND RECREATION (MS SP MJWARA)
THE ACCOUNTING OFFICER (ACTING): VOTE 12: SOCIAL DEVELOPMENT (MS NL MLANGENI)
THE ACCOUNTING OFFICER: VOTE 13: HUMAN SETTLEMENTS (MR D DUBE)

CHIEF FINANCIAL OFFICERS:-

THE CHIEF FINANCIAL OFFICER: VOTE 1: OFFICE OF THE PREMIER (MR T NKOJOANA)
THE CHIEF FINANCIAL OFFICER: VOTE 2: PROVINCIAL LEGISLATURE (MR C MABUNDA)
THE CHIEF FINANCIAL OFFICER: VOTE 3: FINANCE (MS P SEMENYA)
THE CHIEF FINANCIAL OFFICER: VOTE 4: COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS (MR MD SHIPALANA)



THE CHIEF FINANCIAL OFFICER): VOTE 5: AGRICULTURE, RURAL DEVELOPMENT AND LAND ADMINISTRATION (MR C DLAMNINI)
THE CHIEF FINANCIAL OFFICER: VOTE 6: ECONOMIC DEVELOPMENT, ENVIRONMENT AND TOURISM (MS JP HLATSHWAYO)
THE CHIEF FINANCIAL OFFICER: VOTE 7: EDUCATION (MR CB MNISI)
THE CHIEF FINANCIAL OFFICER (ACTING): VOTE 8: PUBLIC WORKS, ROADS & TRANSPORT (MR S SHONGWE)
THE CHIEF FINANCIAL OFFICER: VOTE 9: SAFETY, SECURITY & LIAISON (MR BH NGOMA)
THE CHIEF FINANCIAL OFFICER: VOTE 10: HEALTH (MS G MILAZI)
THE CHIEF FINANCIAL OFFICER: VOTE 11: CULTURE SPORTS AND RECREATION (MR M KHOZA)
THE CHIEF FINANCIAL OFFICER: VOTE 12: SOCIAL DEVELOPMENT (MS P MORGAN)
THE CHIEF FINANCIAL OFFICER (ACTING): VOTE 13: HUMAN SETTLEMENT (MS B MOJAPELO)

PROVINCIAL TREASURY

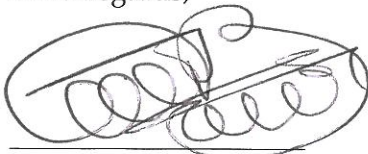
THE GENERAL MANAGER: SUSTAINABLE RESOURCE MANAGEMENT (PT) MS N NKAMBA)
THE GENERAL MANAGER: ASSETS LIABILITIES MANAGEMENT (PT) MR R MASAMBO
THE GENERAL MANAGER FINANCIAL GOVERNANCE (PT) MS J BEZUIDENHOUT

COMPETENCY FRAMEWORK FOR PUBLIC FINANCIAL MANAGEMENT

Attached please find circular received from National Treasury regarding the above subject. It will be appreciated if the content of the circular could be brought to the attention of the relevant officials in the Department.

Should you require further information regarding the Competency Framework for Public Financial Management, you are welcome to contact Mr Mark Kuipers on (012) 315 5542 or via e-mail at mark.kuipers@treasury.gov.za or alternatively, Mr Shack Human can be contacted on (012) 315 5886 or via e-mail at schalk.human@treasury.gov.za.

Kind regards,



MR JB MBATHA
ACTING HEAD OF DEPARTMENT
DATE: 28/9/2012



national treasury

Department:
National Treasury
REPUBLIC OF SOUTH AFRICA

**NATIONAL TREASURY
REPUBLIC OF SOUTH AFRICA**
Enquiries: Schalk Human Tel: 012 315 5615 Fax: 012 315 5791

19 September 2012

**HEADS OF PROVINCIAL TREASURY
PROVINCIAL ACCOUNTANT-GENERALS
PROVINCIAL ACCOUNTING OFFICERS
CHIEF FINANCIAL OFFICERS**

COMPETENCY FRAMEWORK FOR PUBLIC FINANCIAL MANAGEMENT

PURPOSE

1. This circular serves to inform National and Provincial Departments of the Competency Framework for Public Financial Management; and
2. To request Accounting Officers to adopt and implement the Competency Framework for Public Financial Management within their respective organisations.

BACKGROUND

3. The capacity development strategy (CDS) for public financial management seeks to achieve and sustain excellence in the management of public funds and enhance service delivery.
4. The CDS provides a comprehensive and sustainable approach to addressing the financial management constraints in the public sector.
5. The CDS defines four (4) strategic objectives, namely to:
 - a. Support the development of an enabling environment;
 - b. Enhance organisational capacity;

- c. Develop and empower a corps of competent and committed high-performance employees; and
 - d. Create an environment that enables and sustains mutually beneficial stakeholder relationships.
6. The development and implementation of a Competency Framework for Public Financial Management is one of the key activities identified to support the development of an enabling environment.
7. An extensive consultative process was initiated in 2010 that resulted in the development of the Competency Framework for Public Financial Management.
8. The Competency Framework addresses the technical, core and behavioural competencies required by PFM officials in national and provincial departments.
9. The Competency Framework for Public Financial Management constitutes three (3) parts that must be viewed collectively, namely:
 - a. The Competency Framework Document;
 - b. The Explanatory Notes; and
 - c. The Technical Competency Dictionaries.
10. The Competency Framework for Public Financial Management is available on the Office of the Accountant-General's website, <http://oag.treasury.gov.za>. Go to: Publications/Capacity Development Strategy/Competency Framework.
11. The Competency Framework for Public Financial Management is further comprised of nine functional areas, namely:
 - a. Management Accounting (Planning & Budgeting)
 - b. Revenue Management
 - c. Expenditure Management
 - d. Asset Management (Movable & Immovable)
 - e. Financial Accounting
 - f. Supply Chain Management
 - g. Internal Control
 - h. Enterprise Risk Management
 - i. Internal Audit

12. The Competency Framework Document provides insight into the guiding principles and design of the Competency Framework. Furthermore, it defines the transversal core and behavioural competencies.
13. The Explanatory Notes define the functional area including the limitations in the scope of the TCD and the assumptions that were made relating to the functional area.
14. The Technical Competency Dictionaries (TCDs) define the specific knowledge and skills required to perform optimally within four (4) occupational role levels, namely; administrative, technical, supervisory and managerial.

DISCUSSION

15. From the inception of the Competency Framework, it was recognised that the framework would constitute a living document that will be reviewed to stay abreast with changing legislation and good practice.
16. Public Sector Expert Practice Committees (PSEPC) have been established for each of the respective functional areas with the primary mandate of reviewing and approving proposed amendments to the Competency Framework.
17. It is envisaged that the Competency Framework will progress from a guiding document to a regulated standard of minimum competency requirements.
18. National Treasury welcomes contributions from participating departments to revise the Competency Framework.
19. Competency frameworks are intended to underpin human resource development systems within organisations, such as; recruitment and selection, performance management, training and development, career planning and succession management. An effective competency framework also facilitates self-management and empowerment as it allows officials to assess their knowledge, skills and attributes (i.e. competencies) against the agreed standard of performance required for the relevant occupational level.

CONCLUSION

20. The adoption and implementation of the Competency Framework for Public Financial Management within your respective departments will contribute towards enhancing financial management in South Africa.
21. Ultimately, this will contribute towards improved service delivery to the citizens of South Africa.
22. Should you require further information regarding the Competency Framework for Public Financial Management, you are welcome to contact Mr Mark Kuipers on 012 -315 5542 or via email at mark.kuipers@treasury.gov.za. Alternatively, Mr Schalk Human can be contacted on 012 315 5886 or via email at schalk.human@treasury.gov.za.
23. Your participation will be appreciated.

Kind regards



FREEMAN NOMVALO
ACCOUNTANT-GENERAL

Date: 19 September 2012